

PRELIMINARY LABOR-MANAGEMENT PARTNERSHIP AGREEMENT

- Parties:** This Agreement is between the U.S. Department of Energy, Richland Operations Office (RL)/Office of River Protection (ORP), and National Federation of Federal Employees, Local 181.
- Purpose:** To define the protocols for labor-management partnership meetings and interactions pending the development of a formal partnership agreement between the Parties identified above.
- Acknowledgements:** The below listed considerations have material significance to the establishment of this preliminary labor-management partnership agreement:
- * The concept of labor-management partnership, as encouraged in Executive Order 12871, can do much to foster respect for the interest of each Party and to nurture trust;
 - * During recent months, actions taken by both Parties have demonstrated a strong desire to establish an effective local partnership structure;
 - * Regularly scheduled labor-management meetings have produced positive results;
 - * On February 11, 2000, a tentative Agreement was reached on a Collective Bargaining Agreement (CBA) between the Parties. The CBA is progressing through the formal approval process;
 - * Formal labor-management partnership training will be scheduled to enhance understanding and serve as the basis for the development of a formal partnership agreement; and
 - * A Department-wide partnership council is being formed. The Charter, when issued, may require changes to this preliminary agreement or serve to establish parameters for the development of the formal, local labor-management partnership agreement.
- Meetings:** The Parties agree to meet on a biweekly basis. The duration will be determined on agenda content. The HR Labor Relations Officer (LRO) will be responsible for coordinating the agenda and scheduling of the labor-management partnership meetings.
- Meeting Minutes:** The HR LRO will issue meeting minutes to standing members. Specific actions will be assigned and status reported at each subsequent meeting until closed.

Membership/Attendees: The below listed individuals are standing members at the scheduled meetings. (Scheduling will attempt to compensate for maximum attendance of standing members.)

Management

Harry Boston
Rudy Cruz
Joyce Gilbert
Bob Rosselli
Joe Wiley

Labor

Patty Ensign
Allen Hanley
Guy Schein
John Sellards

The RL Manager will attend as available or as requested by consensus of the team members. Attendance of visitors, subject matter experts, and/or additional representatives, while necessary and encouraged, will be subject to mutual agreement of the chief steward and the HR LRO.

Goal: Gain National recognition for our progress during FY 2000 in improving labor-management relations at RL/ORP.

Objectives:

- * Involve employees in the decision process;
- * help employees understand the Hanford Mission, goals, and objectives;
- * foster employee support for organizational decisions;
- * increase productivity;
- * enhance employee morale and quality of workplace life;
- * save or avoid costs;
- * improve customer service; and
- * improve operations through:
 - * reinvention;
 - * restructuring; and
 - * re-engineering.

Evaluate Results: On a monthly basis, a portion of the meeting will be utilized to discuss performance of partnership initiatives and/or establish added metrics, as appropriate.

Resolution of Differences: In the event issues arise, as identified by the agenda, where the Parties cannot agree, the RL Manager will be scheduled for a briefing by the full standing membership. The RL Manager will either render a decision on the issue or recommend an alternative course.

Duration:

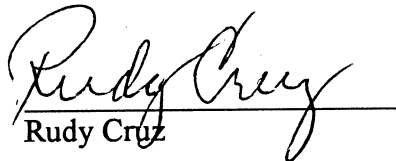
This preliminary agreement is effective upon signature by all Parties listed below. The agreement shall remain in effect until superseded by a long-term partnership agreement, which shall be completed within 120 days following the effective date of the recently negotiated CBA.

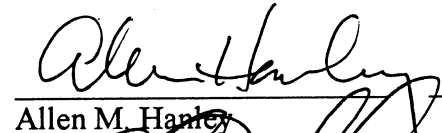
Management

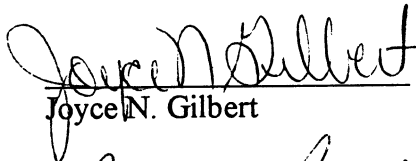
Labor

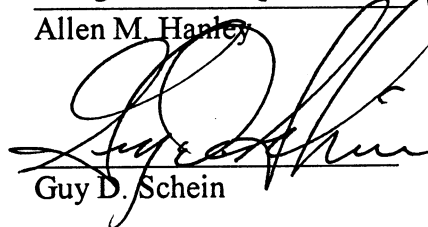

Harry L. Boston 3/14/00
Date

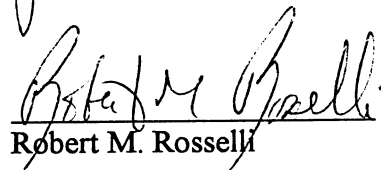

Patricia G. Ensign 3/14/00
Date



Rudy Cruz 3/14/00
Date

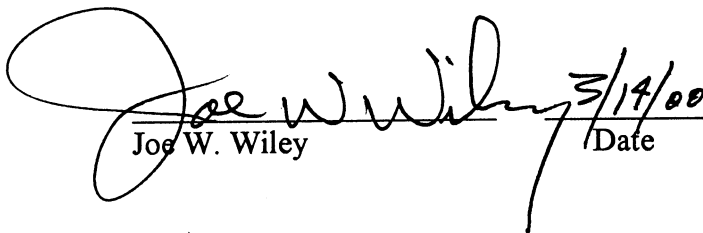

Allen M. Hanley 3/14/00
Date


Joyce N. Gilbert 3-14-00
Date


Guy D. Schein 3/14/00
Date


Robert M. Rosselli 3/14/00
Date


John B. Sellards 3/14/00
Date


Joe W. Wiley 3/14/00
Date